



Where childhood thrives, war does not.

JOB ADVERTISEMENT

South Sudanese Nationals.

Title:	Capacity Building & Partnership Manager
Start Date:	As soon as possible
Reports to:	Chief of Party
Travel:	Regular field travel is required
Location:	Juba, South Sudan
Closing Date:	June 6 th 2025



Background

War Child Canada is a registered Canadian charity based in Toronto that works to accelerate peace and disrupt the cycle of violence by investing in and empowering local communities to build brighter futures through comprehensive, evidence-informed programs that foster resilience, self-reliance, and self-determination.

War Child Canada is globally recognized for our grassroots, community-driven model of humanitarian action that's rooted in collaboration and entirely locally led. We have developed a solid track record of long-term, sustainable impact supporting children and families living in areas dominated by conflict.

War Child Canada works with some of the most vulnerable populations around the world and is a leader in developing and implementing programs specifically targeting and protecting children, women, and displaced people living in the most complex humanitarian environments in Afghanistan, the Democratic Republic of Congo, South Sudan, Sudan, Uganda, and Yemen.

Context

The "Pathways to Empowerment" (P2E) project is a major new program funded by the Mastercard Foundation aimed at enhancing educational access, fostering economic empowerment, and strengthening institutional capacity to benefit marginalized groups, especially refugees, internally displaced persons, returnees, and host communities. Over a period of six years (2025–2030), the project is designed to provide sustainable opportunities and pathways to dignified employment among youth in affected regions of South Sudan.

Purpose

The primary purpose of the P2E project is to create supportive environments that enable marginalized youth, particularly young women and people with disabilities, to gain quality education and access to dignified work. The project aims to dismantle barriers to education and employment through various interventions, including teacher training, policy strengthening, and direct support for youth entrepreneurs.





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Intended Outcomes

Key outcomes of the P2E program include:

1. **Education Access and Quality Improvement:**
 - Expand access to secondary and tertiary education, ensuring that youth can progress through quality education pathways.
 - Strengthen the capacity of educational institutions and teachers to create inclusive and supportive learning environments.
2. **Economic Empowerment and Livelihoods:**
 - Transition young people into employment and access fulfilling work.
 - Support youth entrepreneurs by connecting them with financial resources to foster business development.
3. **Policy and Institutional Strengthening:**
 - Equip government officials with the skills to enhance policies for refugee inclusion.
 - Build the capacity of Refugee-Led Organizations (RLOs) to increase their effectiveness and impact within communities.

This program is implemented through a structured governance approach involving multiple stakeholders, including government bodies, educational institutions, financial partners, and RLOs, ensuring that the outcomes align with the needs and goals of the target communities.

Position Summary

The Capacity Building & Partnership Manager is responsible for establishing and implementing a comprehensive capacity building program that supports the delivery of the P2E project and the broader Country Office strategy. The Manager will provide technical leadership in capacity strengthening, partnership development, and organizational learning for partners and internal staff. This role will work closely with program teams, MEAL, and consortium partners to ensure that capacity building interventions are strategic, sustainable, and impactful.

Responsibilities

Generic Responsibilities

1. **Capacity Building Strategy Implementation:** Design and implement a comprehensive capacity building and organizational development strategy for consortium partners and project teams.
2. **Partnership Management:** Support the scoping, assessment, and strengthening of partnerships, ensuring collaborative and accountable relationships with stakeholders.
3. **Organizational Learning:** Promote continuous learning within War Child Canada's teams and consortium partners by embedding learning strategies across project activities.
4. **Compliance and Standards:** Ensure adherence to partnership standards, safeguarding policies, and P2E consortium protocols during project implementation

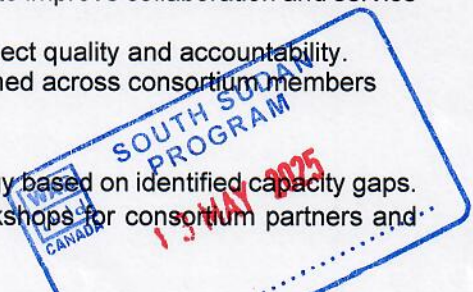
Specific Responsibilities

Partner Relationship Management

1. Maintain regular communication with consortium partners to identify technical and organizational development needs.
2. Coordinate partner feedback surveys and follow up on findings to improve collaboration and service delivery.
3. Support partners in integrating MEAL systems to enhance project quality and accountability.
4. Facilitate knowledge sharing, best practices, and lessons learned across consortium members

Capacity Building and Staff Development

1. Lead the development and implementation of a learning strategy based on identified capacity gaps.
2. Coordinate training programs, coaching, mentoring, and workshops for consortium partners and internal staff.





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3. Advise on best practices for capacity building initiatives tailored to the unique needs of refugee and host community organizations.
4. Strengthen the capacity of Refugee-Led Organizations (RLOs) as part of institutional development priorities

Monitoring, Evaluation, Accountability and Learning

1. Collaborate with the MEAL team to monitor partner performance and support the implementation of capacity improvement plans.
2. Ensure partner-reported data is validated and accurately reflects project outcomes.
3. Document success stories and lessons learned for dissemination and program improvement.

Organizational Development Support

1. Evaluate the performance of capacity building initiatives and contribute to broader consortium strategy development.
2. Foster a positive environment for adaptive learning, innovation, and organizational growth within the Country Office and consortium partners

Qualifications

1. Bachelor's degree in Social Sciences, Development Studies, Organizational Studies, or a related field.
2. Minimum 5 years' experience in program development, capacity building, or partnership management with NGOs.
3. Experience working in consortium settings and with local partners and government entities.
4. Prior experience supporting refugee, IDP, and marginalized community programs.
5. Strong understanding of capacity strengthening methodologies, safeguarding standards, and organizational development approaches.
6. Knowledge of MEAL frameworks, partnership assessments, and program quality standards.

Skills & Ability

1. Excellent verbal and written communication skills in English.
2. Strong facilitation, coaching, and mentoring skills.
3. Ability to work collaboratively in a multi-cultural and multi-disciplinary consortium environment.
4. Strategic thinking, planning, and problem-solving abilities.
5. Excellent organizational and time management skills, with the ability to manage multiple priorities.
6. Ability to travel regularly to field sites under challenging conditions.

Application Process

All interested applicants are invited to submit their application letter and copy of their updated CV to jobs.ssd@warchild.ca. strictly please no hard copy application.

Only those applicants selected for an interview will be notified. Due to the urgency of the position and the project need, applications will be reviewed on daily basis We regret that we cannot entertain phone calls. War Child Canada is an equal-opportunity employer.

Final candidates will be vetted in accordance with War Child Canada's Child Safeguarding Policy and Prevention of Sexual Abuse and Exploitation Policy, including appropriate reference and security checks.

